

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR
1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95814-7243



March 24, 2008

The Honorable Denise Ducheny
Chair, Joint Legislative Budget Committee
State Capitol, Room 5035
Sacramento, California 95814

**Re: Bargaining Unit 19 (Health and Social Services Professionals)—AFSCME
Proposed Pay Differential to be Included in Subsequent MOU—Fiscal over
\$250,000**

**Bargaining Unit 7 (Peace Officers)—CSLEA
Addendum to Memorandum of Understanding—Fiscal under \$250,000**

Bargaining Unit 19: Pharmaceutical Consultant I in Department of Health Care Services

On March 18, 2008, DPA noticed Bargaining Union 19 that it intends to extend a \$1500/month Recruitment and Retention pay differential to Pharmaceutical Consultants employed in the Department of Health Care Services (DHCS). The union subsequently waived its bargaining rights and accepted the pay differential on March 21, 2008. This pay differential will be incorporated into a subsequent memorandum of understanding. While this compensation change has not been formalized in a negotiated agreement, it is hereby submitted for your consideration and recommendation.

Pharmaceutical Consultants are licensed pharmacists with a minimum of one year of experience in clinical or community pharmacology. DHCS has documented a nationwide shortage of licensed pharmacists, difficulty in filling positions, and employees leaving for higher paid positions in state and private employment. The \$1500/month pay differential is consistent with pay differentials paid for pharmacists in the Departments of Veterans Affairs, Developmental Services, and Mental Health. The pay differential will be retroactive to July 1, 2007.

DHCS has worked with the Department of Finance to determine that it may redirect existing funds in its 2007-2008 budget for this pay differential.

Bargaining Unit 7: K-9 Units in the Department of Fish and Game

On February 29, 2008, DPA and Bargaining Unit 7 formalized an addendum to Bargaining Unit 7's MOU to provide a \$189/month Canine Differential to the Fish and Game Wardens employed at the Department of Fish and Game (DFG). This provision

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requires an amendment to the existing contract and will expire along with the existing contract on June 30, 2008.

Currently, there are 7 graduates of DFG's K-9 academy. DFG anticipates that there will eventually be 24 trained canines and handlers. DFG has verified with the Department of Finance that it may redirect funds already approved in its 2007-2008 budget for this pay differential.

The federal Department of Labor has consistently held that when the norm is for the handler to kennel and care for the dog at the handler's home, the time spent doing so is compensable. A number of court cases support this ruling.

If you have any questions, please contact Pamela Schneider, Legislative Coordinator, at 327-2348.

Sincerely,



David A. Gilb
Director

Attachments

cc: Members
Joint Legislative Budget Committee

Elizabeth Hill, Legislative Analyst
LAO

Jason Dickerson, Consultant
Office of the Legislative Analyst

Jody Martin, Principal Consultant
Joint Legislative Budget Committee

Diana Ducay, Program Budget Manager
Department of Finance

Bob Franzoia, Staff Director
Senate Appropriations Com.

Maureen Ortiz, Consultant
Senate Appropriations Com.

Geoff Long, Chief Consultant
Assembly Appropriations Com.

Brad Williams, Consultant
Assembly Appropriations Com.

Suzanne Sutton, Consultant
Senate Republican Caucus

Michael Prosio, Deputy Legislative Secretary Governor Schwarzenegger	Terry Mast, Chief Consultant Assembly Republican Caucus
Dianne Cummins, Chief Fiscal Policy Advisor Office of the Pro Tem	David Felderstein, Consultant Senate PE&R Committee
Charles Wright, Chief Consultant Office of the Pro Tem	Karon Green, Chief Consultant Assembly PERS&S Committee
Craig Cornet, Budget Director Office of the Speaker	Alene Shimazu, Fiscal Manager Office of Financial Management DPA
Greg Campbell, Chief Consultant Office of the Speaker	Jacquelyn Cervantes, LRO DPA
Seren Taylor, Staff Director Senate Republican Fiscal Office	Patrick Gage, LRO DPA
Chantele Denny, Consultant Senate Republican Fiscal Office	Adam Dondro, Staff Director Assembly Budget Committee
Peter Schaafsma, Staff Director Assembly Republican Fiscal	Kristine Rodriguez, LRO DPA
Anthony Archie, Consultant Assembly Republican Fiscal Office	
Daniel Alvarez, Staff Director Senate Budget Committee	
Brian Annis, Consultant Senate Budget Committee	

DEPARTMENT OF PERSONNEL ADMINISTRATION**LABOR RELATIONS DIVISION**

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95814-7243



March 18, 2008

Ms. Pam Manwiller
American Federation of State, County and
Municipal Employees
555 Capital Mall, Suite 1225
Sacramento, CA 95814

RE: Official Notice – Proposed Recruitment & Retention Differential
Pharmaceutical Consultant I, Department of Health Care Services

Dear Ms. Manwiller:

In accordance with Section 7.4 (Recruitment and Retention Differential) of the Bargaining Unit 19 Memorandum of Understanding, this is the Official Notice to the American Federation of State, County and Municipal Employees that the Department of Personnel Administration is proposing a \$1500 monthly pay differential for Department of Health Care Services Pharmaceutical Consultants I. We intend to make the increase effective July 1, 2007. However, as you are aware, this may require Legislature's approval.

If you have any questions, please contact me at (916) 445-1130 at your earliest convenience.

Sincerely,

A handwritten signature in cursive script that reads "Jacquelyn A. Cervantes".

Jacquelyn A. Cervantes
Senior Labor Relations Officer



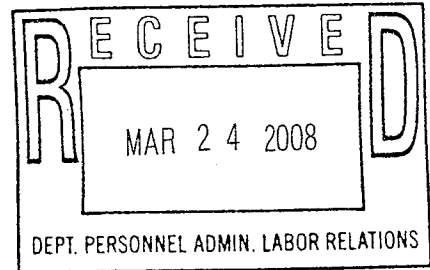
American Federation of State, County, and Municipal Employees Local 2620, AFL-CIO

555 Capitol Mall, Suite 1225, Sacramento, CA 95814
916.441-0833 • 916.441.0842 fax

www.afscme2620.org

514 Shatto Place, Suite 215, Los Angeles, CA 90020
213.388.9902 • 213.388.9921 fax

March 21, 2008



Jacquelyn Cervantes
Senior Labor Relations Officer
Department of Personnel Administration
1515 S Street, Suite 400, North Building
Sacramento, CA 95814

RE: Proposed Recruitment & Retention Differential
Pharmaceutical Consultant 1, Department of Health Care Services

Dear Ms. Cervantes:

AFSCME, BU 19 accepts the proposed \$1500 monthly pay differential for Department of Health Care Services Pharmaceutical Consultants 1. This differential will be retroactive to July 1, 2007.

Thank you for your assistance with this differential.

Very truly yours,

Pam Manwiller

Pam Manwiller
Director of State Programs